

Transformational Leadership

Building Robust Emotionally Aware Leadership

Prime Meridian
Consulting India Pvt Ltd

LWT  **Lead Without a Title™**
"Leaders Growing Leaders"

LeaderShape 
Shaping Transpersonal Leaders

 **COLLECTIVE LEADERSHIP INSTITUTE**

The **JOHN MAXWELL Team**



 

This ground-breaking workshop is conducted by Prime Meridian using the evidence-based research, intellectual property and global experience of LeaderShape Global <http://www.leadershapeglobal.com/>

The extensive research on which the LeaderShape philosophy and practice is based can be found in more detail in [The Invisible Elephant & the Pyramid Treasure](#) and [Leadership Assessment for Talent Development](#)

PRIME MERIDIAN CONSULTING HAS BEEN RECOGNISED AS THE TOP 25 MOST PROMISING L & D CONSULTING COMPANIES IN 2016 & 2017 BY CONSULTANTS REVIEW MAGAZINE

Transpersonal Leadership for Sustainable Performance

Prime Meridian Consulting India Private Limited is a company incorporated with the purpose of **“building leaders everywhere”** and is an end-to-end leadership development and human transformation consulting Services Company providing coaching, training and consulting services to corporate bodies and public organisations.

Leadership Development Initiative. This initiative accelerates the performance of leaders with this highly personalised, contextual development tool that aligns behaviours, adaptive leadership styles with building a resonant climate and performance enhancing culture within organisations. It will harness the business and technical skills managers have already developed to produce increased capability in leadership, enabling higher performance in themselves and the people around them.

Accredited by the University of Chester (a world leader in work-based learning) to the level of a Master’s Degree. We offer this programmes purely as in-company executive education, reassured by the pedigree and academic credibility of the material, while providing it in a practical and participative way that maximises work based learning.

This programme will harness the business and technical skills leaders have already developed to produce increased capability in leadership, enabling higher performance in themselves and the people around them.

It achieves this through increasing their awareness of the needs of leadership in sustaining performance in these rapidly changing times. They identify their Emotional Intelligence Capabilities, develop a range of Leadership Style and use these to create a Performance-Enhancing Culture.

Methodology

The programme takes leaders through a practical journey of discovery using evidenced based research that links emotional intelligence, leadership styles, culture theory and neuroscience.

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Designed for

Leaders who want to up their game and grow themselves and their organisation in a substantial and sustainable way.

Learning Outcomes & Organisational Benefits

Participants will have a much better awareness of how their behaviours impact not only their own performance but also on the performance of those around them. They will learn new behaviours that will enable their people to perform at a higher level, create a performance enhancing culture and improve the overall performance of the company. It will in turn raise the productivity of the whole organisation – often by much more than a similar investment in capital or through employing more people.

Learning Outcomes

Specifically, participants completing this programme will be able to:

1. Demonstrate a greater understanding of EI & how it can positively impact the performance of a leader and the people around him/her.
2. More effectively manage their own emotions and behaviours.
3. Improve various leadership style skills and be able to determine which leadership style they should use in particular circumstances.
4. Use a coaching leadership style to apply coaching skills to drive people development, performance, and culture.
5. Use new EI skills and leadership styles to influence required changes in the climate and culture of their organisation.

Organisational Benefit

1. The individual's commitment to make the changes required to meet the needs of the raters/organisation creates engagement and cohesion.
2. Improves engagement, collaboration and awareness in the groups
3. Improves sustained organisational performance through more effective leadership
4. Builds a performance enhancing culture

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Detailed Course Content

Module 1: Leadership in the 21st Century: Raising Self Awareness and Inspirational Leadership

- This session provokes learning and reflection on the changing demands of employees and the business environment in a fast changing world and why this demands that we take a different attitude to leadership as a consequence.
- We also look at our default leadership characteristics and how neuroscience can help us learn to overcome negative attributes.
- A questionnaire and group analysis provides participants with an opportunity to understand how they each learn best – another step on the way to self-awareness.
- Importantly, this module focuses clearly on the ‘how to’ develop the desirable characteristics of an inspirational leader.

Module 2: Emotional Intelligence & Leadership Styles

- An introduction to Emotional Intelligence and how this breaks down into competencies related to Awareness and Management of Self and Others.
- The module aims to create understanding of how the capabilities which underlie these competencies can combine to characterise different leadership styles.
- Participants start to improve self-awareness by identifying EI strengths and development areas and also their natural leadership styles and which styles they might wish to work on. We also discuss when, where and how to use the different styles.
- This session looks at the basics behind coaching, how to develop skills for everyday use and how it can be used effectively in line management. Applicable to any situation, attendees learn to use a simple coaching model to develop awareness, responsibility and results!

Module 3: Shaping Culture - Creating a Performance Enhancing Culture

- We explain the relationship between leadership, climate and culture and the characteristics of a performance-enhancing culture.

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- Participants engage in an exercise to identify the actual and ideal culture of the organisation and then consider the role of the leader and the individual in developing a performance-enhancing culture.
- This session provides more opportunities to hone your leadership coaching skills in a safe environment to prepare you to use the coaching style in the work place.
- Plans how you can continue to work together in pairs or teams to support each other in improving your coaching capability in the future and help develop the whole organisation into a coaching culture.

Participants Comments

- The process of Delivery was very good and I will take back the very wonderful insights provided that will help me tweak myself in my professional journey helping me to be a better person/leader. Thank you.ED, Leading global financial services firm
- I appreciate the structured approach, role plays, relating to real life scenarios, letting participants set the tone and pace of learning, energy/passion of the trainer.....ED, Leading global financial services firm
- Very Effective delivery, self-awareness & active listening along with coaching are the key take away. Far more leaders will reach out for this program.....VP , Leading global financial services firm
- The entire subject was structured and very relevant to the group. Excellent orator and able to ensure energy levels are at the peak throughout the session.....VP, Leading global financial services firm
- The structure of the program was very well laid out. Understanding of EI and Coaching.....VP ,Leading global financial services firm
- The delivery method is very conversational and turned out to be a great learning experience. The workshop really helped me understand the nuances of different styles of leadership and in great depth made me understand the relationship between EI, Culture, Leadership and Coaching practices.....VP, Leading global financial services firm
- Easy to understand and easy to implement. Delivery was good with a mix of theory and practical situations as it really makes you the part of the program.....VP, Leading global financial services firm

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- Excellent. All were made to participate actively in all exercises that were done. This has made me understand EI and its importance for Leaders...Head of Engineering, multinational engineering and electronics company
- Understood more structure with respect to Leadership forms...General Manager, Quality , multinational engineering and electronics company
- Excellent understanding of the connection between Leadership Behaviours and the effect on Culture of the Organisation and how to improve it. ... General Manager, multinational engineering and electronics company
- Very Relevant, Very Good Program & Excellent Facilitator, Coaching Process is the learning. Delivery process is good with exercises....Head Finance, multinational clean energy company
- Focused and clarity in delivery. I would recommend to HR,BEL to organized this program to more number of Senior Level Management.....Senior DGM, Indian state-owned aerospace and defence company
- Delivery focused on interactive and reflective learning. Will be given to our HR to recommend many more senior leaders. Understood what Transformational Leadership is and how to arrive at organizational performance. This is a life changing program.... GM, Quality Assurance, Indian state-owned aerospace and defence company
- Well connected and excellent insights. Understood self and how to become a Transformational Leader..... Senior GM, Supply Chain & Material handling , Indian state-owned aerospace and defence company
- Very Good program. Learnt about Coaching/Visionary style of Leadership, Active Listening and Emotional Intelligence.... Senior GM ,Finance, Indian state-owned aerospace and defence company Indian state-owned aerospace and defence company
- Delivery was Enthralling and kept everyone fixed and alive throughout. Plenty of Learning...increased awareness.... Leading Exporter, Manufacturer & Supplier of Leather Goods
- Excellent program, facilitation and relevancy, different styles of Emotional Intelligence & Leadership Styles. Creating a Performance Enhancing Culture.... Vice President, Leading Exporter, Manufacturer & Supplier of Leather Goods
- Addressed Key Points, Was able to visualize immediately and align to work. I need to improve and implement on these leadership qualities, need to develop overall character. Cognitive thinking and change is of great relevance.....Head SCM, Leading Exporter, Manufacturer & Supplier of Leather Goods

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- Excellent facilitation and relevance. Very focused and precise... Head Finance, SARA Soule Pvt Ltd
- I learnt Leadership Style and combination to use in day to day life. Active Listening and its importance. Lots of things to learn in life and never stop...Head Design, Leading Exporter, Manufacturer & Supplier of Leather Goods
- Brilliant facilitation and the session was very well delivered....President, Software Product Company
- Delivery process was 'inclusive'. We as participants were effectively engaged. Coaching style was my key learning as I am a teacher at heart....VP, Africa, Software Product Company
- Good understanding of EI and its implementation and importance in the organizational growth.... Head SBU, Software Product Company
- Delivery process was very good. Me first time ever touched the emotional intelligent area. Got good insights on handling teams and developing myself to a new dimension...BU Head, Leading provider of lending and transaction banking software for banks and financial institutions
- Delivery process was very structured and relevant to the need. Learning: Difference between coaching, mentoring, consulting; combining techniques of leadership styles in situations; leadership styles relevant to the needs specifically for visionary, coaching and leadership styles.... VP, Leading provider of lending and transaction banking software for banks and financial institutions
- Delivery process was thorough. Case studies had involvement of people. Key learning is various leadership styles and empathy. Learnt various leadership styles, how to apply them in various situations with key focus on coaching style... Associate VP, Leading provider of lending and transaction banking software for banks and financial institutions
- Faculty delivering lecture was excellent, having full command over subject and most important he presented all the things in such manner that it was easy to understand .Wonderful , There were so many relevant and excellent examples for each participant... Leading Government Authority for Auditing in India
- The delivery process is excellent, I enjoyed the class very much. Will try to apply what I have learnt Very interesting, interacting and realistic, This program is for me... Leading Government Authority for Auditing in India

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About the Facilitator and Coach



Pavan Bakshi , Colonel (Veteran), CEO, Chief Facilitator and Executive Coach, Prime Meridian Consulting India Private Limited has a work experience of 30 years and wide expertise in the domain of leadership transformation.

Pavan is a certified facilitator from the Army War College and Military College of Telecom Engineering and has been a trainer at the prestigious Indian Military Academy, Dehradun. He has been from the Corps of Signals and is an alumni of Defence Services Staff College, the premium

leadership institute in the country. During his career with the Indian Army that spanned over 22 years, he has been involved in handling various national level crisis interventions.

- In corporate life, he has worked in both Indian and multinational organizations – in leadership positions in Bharti Airtel, Bharti Infratel, Ericsson India. He has been instrumental in the areas of business growth, managing transition, merger and acquisitions and in establishing and managing new business streams. His last corporate designation was Senior Vice President in a Tata Telecom Group Company.
- Pavan specialises in conducting leadership transformation initiatives within organisations, and is:
 - Certified faculty of Collective Leadership Institute, Berlin for Navigating change in complex multi-actor settings successfully.
 - Certified as one of the two Master faculty in the world, certified to facilitate Inspirational Leadership “THE LEAD WITHOUT A TITLE (LWT) SYSTEM™ FOR BUILDING LEADERS AT EVERY LEVEL OF YOUR ORGANIZATION” created by globally respected leadership expert, Robin Sharma.
 - Certified Master faculty of LeaderShape, Global on building emotionally intelligent and transpersonal leader’s using an integrated model of the leadership styles of Daniel Goleman, emotional intelligence and GROW model.
 - <http://www.leadershapeglobal.com/our-team>
 - Certified Marshall Goldsmith Stakeholder Centered Coach for guaranteed and measurable leadership growth.
 - Certified John Maxwell Team Coach, Speaker and Teacher.
 - Certified Neuro-leadership Executive Coach from Neuro-leadership Group.
 - Has been a Principle Consultant Facilitator with Franklin Covey, India and South
 - Has been a Principle Consultant Facilitator and Executive Coach with Neuro-leadership Group, India and South Asia

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Pavan is an executive coach and specialises in the field of performance, growth, leadership, crisis, transition and change management. His coaching experience (700+ hours) spans from coaching senior executives in leadership positions in multinational companies to large Indian corporate organisations.

He has facilitated trainings in Sri Lanka Telecom , IBM, Capgemini ,JP Morgan ,PWC, TAFE, Ericsson, Kotak Life Insurance, ING Life, Mahindra Finance, Sundaram Finance, Godrej, Mastek, Tata Capital, GAIL, Advisory Board, Citrix India and Singapore, Ranbaxy, EMC, Broadcom, Syntel, Akzo Nobel, HP, Target, British Gas, Cairns India, , EMC, Glenmark , Samsung ,Mercer, CBRE, JCB ,Baxter, among many other companies.

He has conducted international workshops in Singapore, Abu Dhabi, Toronto, Colombo & Berlin.

Pavan has done his B Tech (Telecom and Electronics), Masters in Strategy from Madras University and executive PG from XLRI, Jamshedpur.